

SEATTLE UNIVERSITY

POLICY ON RELIGIOUS ACCOMMODATIONS FOR STUDENTS

I. Policy Statement

Consistent with Washington State law ([RCW 28.10.039](#)), it is the policy of Seattle University to reasonably accommodate students who, due to the observance of religious holidays, expect to be absent or endure a significant hardship during certain days of their academic course or program.

II. Purpose

To promote Seattle University's commitment to diversity, advancement of inclusive excellence and support of our students regardless of religious affiliation or non-affiliation, in accordance with state law

III. Definitions

The following definitions apply to the terms in this policy:

- **Reasonably accommodate** means coordinating with the student on scheduling examinations or other activities necessary for completion of the program and includes rescheduling examinations or activities or offering different times for examinations or activities without creating an undue hardship on the University resulting in a fundamental alteration to the nature or operation of the academic program or course.
- **Religious holidays** means holidays for reasons of faith or conscience or for organized activities conducted under the auspices of a religious denomination, church, or religious organization.
- **Undue Hardship or Fundamental Alteration** means that implementing a requested accommodation would be excessively costly, extensive, substantial or disruptive or result in the fundamental alteration of the nature or operation of the academic program or course. In determining whether a requested accommodation poses an undue hardship or fundamental alteration, the assessment may include, but is not limited to, evaluating the impact on the overall resources, standards or structure of the course and/or program. Before concluding that a particular accommodation would impose an undue hardship or a fundamental alteration, the University will consider alternative

requesting accommodations; and (ii) identifying the specific dates the student requests accommodations.

If a student is requesting religious accommodations for multiple classes, the